

**EEO/DIVERSITY STAND-DOWN  
GROUP ACTIVITY  
APRIL 20, 2000**

**BACKGROUND**

Because the impact of many diversity issues occurs at the individual-to-individual level, we are asking all the groups in the Laboratory to continue the stand-down diversity dialogue by submitting at least one suggestion on how to best address diversity and respect in our workplace.

**PROCESS:**

1. Convene a group meeting.
2. Select one of the following exercise options to discuss as a group.
3. After discussion, submit a minimum of one suggestion from your group to the Diversity Office.
4. Enjoy!

**EXERCISE OPTIONS:**

**1. RESPECT FOR OTHERS:**

- a. Describe what respect looks and feels like to you as an individual.
- b. Take turns until everyone has completed item (a).
- c. TASK: Based on this discussion, submit a minimum of one (1) suggestion for demonstrating behaviors of respect at an individual and organizational level.

**2. HOSPITALITY:**

- a. Think of a time when you were welcomed into a new job/new team/new organization in a great way. Describe what the welcoming group did to make you feel welcomed and connected.
- b. Take turns until everyone has completed item (a).
- c. TASK: Based on this discussion, submit a minimum of one (1) group suggestion for welcoming a new person to a group or the Lab as a whole. The outcome of this suggestion(s) would cause an individual to immediately feel welcomed, connected and productive.

**3. SECURITY LABELS:**

- a. Think of the ways in which security and clearance levels cause us to label Lab workers (contractors, UC employees, etc.) and why this might cause feelings of exclusion for some people.
- b. Take turns until everyone has completed item (a).
- c. TASK: Based on this discussion, submit a minimum of one (1) group suggestion for maintaining or improving security AND at the same time making ALL individuals feel welcome and connected to the Lab and its mission.

#### 4. MISSION:

- a. Please review LANL's mission:
  - i. *"The Lab's central mission is to enhance global security by ensuring the safety and confidence in the US nuclear weapons stockpile, developing technical solutions to reduce threat of weapons of mass destruction, and improving the environmental and nuclear materials legacy of the cold war. In addition, the Lab will apply its scientific and engineering capabilities to assist the nation in addressing energy, environment, infrastructure, and biological security problems."*
- b. Take turns discussing how your current work is connected to this mission.
- c. TASK: Based on this discussion, submit a minimum of one (1) group suggestion on how the Diversity Office, with its related strategies of diversity and respecting others, can enhance and enable your group towards accomplishing work related to LANL's mission.

#### 5. DIVERSITY & PROBLEM SOLVING:

- a. Keeping in mind Norm Johnson's presentation on "the Science of Diversity," discuss your responses to these questions: (1) In what way is your job performance improved by informal learning? (2) How does the information that you need for your job come to you—both in formal and informal ways? (3) How do different approaches and experiences enhance these processes?
- b. Take turns until everyone has completed item (a).
- c. TASK: Based on this discussion, submit a minimum of one suggestion on how to leverage different approaches, learning and experiences to solve problems within your group and at the Laboratory.
- d. References: <http://www.learning-org.com/98.01/0331.html> and <http://ishi.lanl.gov/science-of-diversity>

#### 6. CREATIVITY:

- a. Since diversity optimally leverages different talents and approaches, this exercise option allows you to **invent your own** discussion focus or activity.
- b. FIRST TASK: Take turns discussing current Diversity issues affecting your group and the Lab. Then decide on one idea or activity to focus on for the remainder of this group exercise.
- c. Take turns until everyone has completed item (b).
- d. FINAL TASK: Based on this discussion, submit your response to this exercise by describing your suggestion, the process you used and your recommended solutions and/or ideas to enhance diversity activities at the Lab.

#### NEXT STEPS:

1. **GROUP LEADERS:** Please submit your group suggestion to [dvo@lanl.gov](mailto:dvo@lanl.gov) by COB April 28, 2000.
2. Include the following information in your e-mail:
  - a. Group Name
  - b. Exercise #
  - c. Your suggestion(s) or responses to the exercise TASK.
3. Every response will receive an acknowledgement from the Diversity Office.
4. For additional questions, please contact the DVO at 667-5665.